

WED2B GENDER PAY GAP REPORT

AN OVERVIEW

At WED2B, we design, create and sell affordable, luxury bridalwear to our customers across our UK and European store network. We continually strive to create a working environment that nurtures and develops our employees, creating an organisation we are all proud to be part of.

The gender pay gap summary shows the difference in the average pay of all the women who work for WED2B against the average pay of all the men who work for WED2B. This is not the same as an equal pay comparison, which examines whether men and women are given equal pay for equal work.

KEY FACTS AT 5TH APRIL 2021



WED2B – ALL STAFF GENDER PAY GAP ANALYSIS



WHY DOES THIS GAP EXIST?

As a leading bridal retailer, the majority of our colleagues work at one of our 50 stores based across the UK. The role of our store-based colleagues is predominantly focussed on dressing brides in the fitting room. For this reason, all our Bridal Sales Consultants are female and employment legislation allows us to specify gender for reasons of decency when recruiting for these particular roles.

As WED2B is a business that predominately employs females, both the mean and median averages are skewed. These store-based roles, as common in the retail sector, are not naturally the highest paid positions in the business, however, WED2B has committed to all employees being paid at the very least the Real Living Wage, which is significantly higher than the National Minimum Wage

We are completely confident that men and women who are performing the same roles within our business are paid equally for the work they do.

GENDER BONUS GAP

WED2B has always strived to pay an annual discretionary bonus to all staff who achieve the required criteria. As a retail business, WED2B was significantly impacted by the Covid-19 pandemic and was required to close all stores for many months. We therefore took the difficult decision to not make bonus payments to any colleagues during this time, and instead focussed on maintaining highly competitive rates of pay.

PAY QUANTILES

The below chart shows the pay distribution of males and females across our business in four equally sized quartiles.

Lower Quartile Males – 0% Females – 100%	Lower Middle Quartile Males – 16% Females – 84%
Upper Quartile Males – 21% Females – 79%	Upper Middle Quartile Males 58% Females 42%

HOW WE WILL CONTINUE TO IMPROVE

With further growth planned for our business, we have been putting into place plans to support the development of our people across the company. Our management development programme has been successful in developing female managers and we remain committed to supporting the career development of the talented women in our business.

This statement confirms that the published information is accurate at the time of publishing

Jenny Cassidy
HR DIRECTOR